

October 10, 2019

Received

OCT 11 2019

Tony Delgado  
City of Lakeland City Manager  
228. S. Massachusetts Ave.  
Lakeland, Fl. 33802

City Manager

Dear Tony,

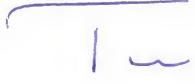
This shall serve as notice of my retirement from employment with the City effective immediately. Please advise the city commission accordingly. Believe it or not I have been associated with the City either as an employee or representing them for nearly 35 years. I consider that association a privilege and have always been proud of my service.

Administratively, I would ask that my retirement be treated in all respects as any other retiring city employee with all the normal benefits afforded other employees of my tenure. That would include access to retiree health insurance if I choose, health savings stipend, normal treatment of accrued leave time and sick time, and a roll over of my 401A account to a private brokerage firm as well as any others that don't come to mind right now. I would hope I could request administrative assistance from the City in handling these matters. I have a city issued IPad that I would like to retain, or if necessary purchase. I am assuming any access to the City system will be terminated immediately as would my badge access.

There are of course numerous ongoing matters that will now be shifted to Palmer who I assume will be acting city attorney. I have discussed this with him and he understands that I am available to assist him with anything, at his discretion. You are in good hands.

To my numerous city colleagues and friends, I say thank you for your friendship, caring, and camaraderie. The future is bright for the City of Lakeland.

Regards,



Timothy J. McCausland